

**TEACHER ASSISTANCE PLAN
FOR
LICENSED STAFF**

Performance Concerns

Observations and Summative

Not meeting expectations

Appropriate corrective or disciplinary action, depending on circumstances.

LEVEL 1 – SUPPORT

Naming Concerns, Intentional Conversation, Heads-up, Lightly Documented

Principal/Supervisor contacts:

Associate Superintendent
Director of Employee Services for
discussion, consultation, coaching

**Teacher Assistance Plan developed by supervisor and
teacher and may include:**

Voluntary peer assistance,
Directive or formal Notice of Expectation or Deficiency,
AHM involvement if requested by employee.

**Additional observation/evaluation and
support and create a plan for
improvement**

LEVEL 2 – REMEDIATION

Clearly defining expectations and providing intensive support and feedback.

Principal/Supervisor contacts:

Associate Superintendent
Director of Employee Services for
discussion, consultation, coaching

**Teacher Assistance Plan developed by supervisor and
teacher with additional participation by district
personnel and AHM.**

**Additional observation/evaluation and
support and create a plan for
improvement**

LEVEL 3 – FINAL RESOLUTION(S)

Finalizing decisions: Performance Improvement, Career Transition, or Termination

Principal/Supervisor contacts:

Associate Superintendent
Director of Employee Services for
discussion, consultation, coaching

High level involvement and top level interventions.

**Resolution at the end of the process
could include termination, leave,
reassignment, exiting the Teacher
Assistance Plan or moving to a lower
level.**